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Men Wanted for the Army



The Modern Volunteer Army, Model 1905

SPECIAL BIBLIOGRAPHY 5

THE VOLUNTEER ARMY

by

JOHN SLONAKER
Historical Research and Reference Division

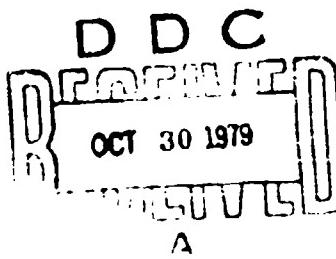
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Publication of the special bibliography series of the US Army Military History Research Collection has had the primary purpose of providing information regarding the holdings of the Research Collection to the scholar and historian. A secondary purpose has been the provision of information relating to topics of current interest in the military.

The Volunteer Army is certainly a topic of current interest. The American public is watching most carefully the US Army's development of its Modern Volunteer Army concept. The scholar and the historian alike are also interested in today's efforts as well as being concerned with earlier attempts to develop volunteer forces.

John Slonaker, Chief of the Historical Reference Division of the Research Collection has listed pertinent materials to be found in the Research Collection. It must be emphasized that the bibliography is not intended to be a definitive listing of bibliographic references on the subject. It is restricted ONLY to those materials physically incorporated in the Military History Research Collection at Carlisle Barracks, Pennsylvania.

George S. Papas
GEORGE S. PAPAS
Colonel, US Army
Director

FOREWORD

We are still writing the history of volunteer armies. But much has been written already, as this splendid bibliography so clearly shows. These references, compiled by a new, forward-looking Army institution--the Military History Research Collection--provide a basis for an informed study of our current Administration's attempt to move toward a zero-draft in the United States.

The Army's goal, as the Chief of Staff has written, is "to expedite the development of a capably led, highly competent, fighting force manned by motivated volunteers." Meeting that goal requires strengthened professionalism, an improved Army life, and a better accession system. Material listed in sections covering "Morale and Leadership," "Personal Life of the Soldier," and "Getting the Man: Recruitment" will help place those current requirements in historical perspective.

I regret not having read more of the works cataloged here. The wealth of knowledge and the diversity of viewpoint would surely help any student of the volunteer army phenomenon, past and present. I am delighted that we have this new and useful tool.



GEORGE I. FORSYTHE
Lieutenant General, U.S. Army
Special Assistant for the
Modern Volunteer Army

THE VOLUNTEER ARMY

INTRODUCTION

What is the Modern Volunteer Army? How will MVA ranks be filled and its men be motivated? How will they perform? This bibliography rests on the premise that a review of the history of volunteer armies may be useful to those studying these and related current issues.

Students may explore such historical questions as: What were volunteer armies? Did they attract "low quality" men? Were volunteer army costs great? In relation to what? What comparisons can be made between the 1947-48 experiment and today's MVA? When conscription was abolished, what was the effect upon reserves and militia? How relevant would be a study of the British territorial system and similar home defense schemes? What was a volunteer army to Oliver Cromwell, George Washington, U. S. Grant, at Khartoum, First Bull Run or San Juan Hill? Who were the volunteers? What motivated them to enlist, to remain and to leave? How did their performance measure against that of draftees?

A volunteer of Mr. Lincoln's army bore little resemblance to the Hessian mercenary at Saratoga or the British professional at Balaklava; yet today, within the context of MVA, the three terms are virtually interchangeable. Since at least the eighteenth century the meaning of each term has been less than immutable. For example, during periods of nineteenth century warfare a volunteer was one who served for a specific length of time or "for the duration" in defense of the homeland. Such volunteers resembled conscriptive soldiers as closely as they did the regular army professionals of peacetime, who, completing the circle of confusion, were also known as volunteers.

The wartime volunteers were both highly praised and ridiculed. "The patriot volunteer, fighting for his country and his rights makes the most reliable soldier upon earth," said Stonewall Jackson.¹ "A Volunteer in the eyes of the world is a hero for a short time - in his own eyes a fool for all time," claimed a Spanish-American War veteran.²

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1. Quoted in G. F. R. Henderson, Stonewall Jackson and the American Civil War, (London: Longmans, Green and Co., 1955), p. 373.

2. Max Kruse, Diary, Spanish-American War Veterans Survey, Military History Research Collection, Accession Nr. 1898-W-420, last page of diary. Fonder memories are also found in the letters, memoirs and diaries of Spanish-American War volunteers whose papers are in MHRC.

Opinions concerning professionals were equally divided. "Regular Troops alone are equal to the exigencies of modern war, as well for defence as offence, and when a substitute is attempted, it must prove illusory and ruinous," said Washington.³ "The Duke of Wellington has said of recruits, 'that it cannot be denied that in ninety-nine instances out of a hundred, some idle, or irregular, or even vicious habit, is the cause of the enlistment of the volunteer' (read: peacetime professional)."⁴

It is an irony of semantics that, in 1972, Washington's comments critical of eighteenth-century wartime volunteers, can be used in justification of a Modern Volunteer Army. Encomiums such as Stonewall Jackson's seen dated in a time when American armies do their fighting abroad.

Attempting reconciliation of history and current events, the following tentative definitions are offered:

Volunteer Army - a military force made up of men who have entered, and periodically chosen to remain, by an act of free will at a time when impressment, conscription or universal military training of regulars or irregulars (reserves, militia) is neither practiced nor threatened by the state.

Volunteer - an individual who has entered the army by an act of free will. Although a qualifying factor, the existence of external negative impetuses, such as compulsory militia or regular service or the threat of social or economic punishment, does not negate the existentialistic potential of the free will, nor invalidate the individual's "volunteer" status. Thus, volunteers can be found in a non-volunteer army. Whether volunteers serve in defense of the homeland or abroad, in wartime or peacetime, does not influence this basic definition.

Professional Army - an army whose existence is not dependent upon national defense emergencies or short-term political variables; that is, a standing army, which has an exclusively professional officer corps and cadre and a majority of professional enlisted men, but which may, through conscriptive expansion, include draftees, most notably in wartime. An emergency "mass army" may be built around a standing professional army.

3. Quoted in Earl Roberts, Fallacies and Facts. (London: John Murray, 1911), frontpiece.

4. Quoted in Thomas Henderson, Hints on the Medical Examination of Recruits for the Army . . . (Philadelphia: Haswell, Barrington, and Haswell, 1840), p. 20. Henderson himself said, ". . . the fact of voluntary enlistment is a warning to the Surgeon that, morally or physically, something may be wrong about the recruit. Too many offer for service who are fit for nothing else . . .", p. 20.

A volunteer army qualifies as a professional army if the majority of its members are professionals.

Professional - a volunteer who either is a member of a military caste or has proven his proficiency in his role. The proficiency is usually gained through military education and on-the-job training or combat experience.

Mercenary Army - a professional army whose chief incentive is mercenary. It may be paid in cash or land or promised plunder rights. A mercenary army usually fights for an alien government and has little or no patriotism invested.

Mercenary - If the contract with the employer is made by the individual or his representative, a mercenary is a professional whose chief incentive is the hope of mercenary rewards, and who is thereby a member of the mercenary caste. However, if the contract with the employer is made by a superior and without the individual's compliance, mercenary is conterminous with "drattee".

NOTES

1. Some books fit easily into particular subject niches such as "Morale" or "Training." Other publications cover many aspects of the Modern Volunteer Army issue. Rather than riddle the bibliography with cross-references, we have listed each book only once. It is hoped the user will have the time to carefully peruse not only a particular subject area that interests him, but also the allied and "General" sections. A few books on such subjects as conscription, morale or training have been placed in special name-of-war niches because they pertain to only conscription, morale or training during a particular U.S. war.
2. The Collection contains numerous histories of volunteer regiments, especially British and American. The American unit histories cover militia, Civil War, and Spanish-American War volunteers, in addition to the U.S. regulars. Interesting details concerning army life in the eighteenth and nineteenth centuries can be found. A few especially relevant unit histories have been listed in this bibliography.
3. Unless otherwise noted, a book's subject matter concerns the period indicated by the publication date.
4. This bibliography includes unclassified and FOR OFFICIAL USE ONLY resources of the Army War College Library. Items whose call numbers are suffixed by the letters "AWC" are located in that library, rather than in MIRC. Inquiries concerning their use should be directed to Miss Ruth Longhenry, Librarian, Army War College, Carlisle Barracks, Pennsylvania 17013.
5. No post-World War II Army War College lectures and no Army War College students papers dated more recently than 1961 are included in this bibliography. Information on the use of these more current documents, some of which are quite relevant to the MVA issue, is also available from the Librarian, Army War College.
6. In transposing foreign titles to this bibliography, diacritical marks have been dropped. It is hoped the limitations of the English language typewriter keyboard do not make title translation too difficult.

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THE VOLUNTEER ARMY

UNITED STATES

GENERAL

Bacon, Eugene H., and Bernardo, C. Joseph. American Military Policy. Harrisburg, Pa.: The Military Service Publishing Co., 1955. 493 p. UA23849.

Historical review of our military policy. See especially the index under "Enlistment" and "Volunteers." For example, on pages 25-31 the authors explain the failure of voluntary enlistment during the Revolutionary War.

Carmichael, Leonard, and Mead, Leonard C., editors. The Selection of Military Manpower: A Symposium. Washington, D.C.: National Academy of Sciences, 1951. 269 p. UB32303 AWC.

Carter, William H. "Infantry in War." The United Service, July 1903, vol. 4, series 3, pp. 1-15. P.

The author reviewed the use of volunteers in the Civil and Spanish Wars and proposed changes to increase the efficiency of volunteers infantry units. One proposed change was the use of a depot system.

Catton, Bruce. America Goes to War. Middletown, Conn.: Wesleyan Univ. Press, 1958. 126 p. F468C31 M8.

See the chapter entitled "The Citizen Soldier."

Colby, Elbridge. The Profession of Arms. New York: D. Appleton and Co., 1924. 183 p. U105C6 MH.

A look at the U.S. professional army of the 1920's.

Cunliffe, Marcus. Soldiers and Civilians: The Martial Spirit in America 1775-1865. Boston: Little, Brown and Co., 1968. 499 p. UA25C8.

America's strong martial spirit has been manifested by our ambivalent attitude towards professional and amateur soldiery, between which a "creative tension" has existed. We relied enthusiastically on the frontier rifleman-volunteer in wartime. In peacetime we begrudged support of the chevalier-professional, but bestowed on soldiering an aura of glory and honor.

Dickman, J. T. Military Policy and Institutions. Ft. Leavenworth, Kansas: U.S. Infantry and Cavalry School, December 1896. 20 p. UA10D55.

Ganoe, William Addleman. The History of the United States Army. New York: D. Appleton and Co., 1924. 609 p. RefRm.

- Halleck, H. Wager. Elements of Military Art and Science . . . New York: D. Appleton and Co., 1862. 449 p., 54 plates. U102H18.
See chapter VI, "Military Polity and the Means of National Defense." He urged maintenance of a strong, expandible, volunteer regular army, rather than reliance on a large citizen force.
- Henderson, G. F. R. Stonewall Jackson and the American Civil War. London: Longmans, Green and Co., 1955. p. 373. E467.1J15HS4.
See the introduction to this MHRC bibliography.
- Henderson, Thomas. Hints on the Medical Examination of Recruits for the Army . . . Philadelphia: Haswell, Barrington, and Haswell, 1840. 82 p. UB333H49 R.
See the introduction to this MHRC bibliography.
- Hicken, Victor. The American Fighting Man. New York: Macmillan Co., 1969. 496 p. U766HS AWC.
- Huldekoper, Frederic Louis. The Military Unpreparedness of the United States. New York: Macmillan Co., 1916. 735 p. E181H89.
- Huntington, Samuel P. The Soldier and the State. Cambridge, Mass.: Harvard Univ. Press, 1957. 534 p. JK558H8 AWC.
- Janowitz, Morris. The Professional Soldier: A Social and Political Portrait. New York: Free Press, 1964. 464 p. UB147J32 RefRm.
"This study is an attempt to describe the professional life, organizational setting, and leadership of the American military as they have evolved during the first half of this century." Hero or manager, monolithic conservative or pragmatic politician? This is an analysis of the image of the officer held by society, his self-image, and the career realities. See especially chapter 20, "The Future of the Military Profession."
- Just, Ward. Military Men. New York: Alfred A. Knopf, 1970. 256 p. UA25J87.
- Karsten, Peter. "The American Democratic Citizen Soldier: Triumph or Disaster?" Military Affairs, spring 1966, vol. 30. pp. 34-40. P. Triumph, says the author. The citizen soldier's record in Korea was no different than his record in our other wars.
- Kruse, Max. Diary. Spanish American War Veterans Survey Accession 1898-W-420. MSS Rm.
See the introduction to this MHRC bibliography.

Lerwill, Leonard L. The Personnel Replacement System in the United States Army: DA Pamphlet No. 20-211. Washington, D.C.: Dept. of the Army, August 1954. 492 p. AuthRm.

Covers replacement techniques and problems throughout the history of the U.S. Army. Subjects include desertion, Negroes, volunteers, militia, territorial recruiting, and morale.

Logan, John A. The Volunteer Soldier of America. Chicago: R. S. Peale and Co., 1887. 706 p. UA42L6 MH.

A polemic and historical review espousing a military system whose heart is the citizen soldier, rather than the West Point-trained regular army officer.

Lundberg, Ferdinand. The Treason of the People. New York: Harper and Bros., 1954. 370 p. E169.11.87 AWC.

See especially chapter 5, "Arms and Democratic Man." The author argues that the people fail to support a democracy in a crisis. Thus, conscription is forced upon the people, an undemocratic act.

Merton, Robert K., and Lazarsfeld, Paul F., editors. Continuities in Social Research: Studies in the Scope and Method of "The American Soldier". Glencoe, Ill.: The Free Press, 1950. 255 p. U22M34.
Essays on the S. A. Stouffer studies (see WORLD WAR II section).

Military Reflections, or Four Modes of Defence, for the United States, with a Plan of Defence ... Translated by Eliza Anderson.

Baltimore: Joseph Anderson, 1807. 42 p. UA23M644 R.

Written by "Max-an, ex-officer of the etat major in the service of S.M.T.C." He pleaded the case for a legion or free corps, something between regulars of the line and militia. A trained force, the legion could have been moved throughout the country.

Mills, Walter, editor. American Military Thought. Indianapolis, Ind.: Bobbs-Merrill Co., 1966. 554 p. RefRm.

... Arms and Men: A Study in American Military History. New York: G. P. Putnam's Sons, 1956. 382 p. E181M5 RefRm.

One can follow the fortunes of manpower policies: professional versus citizen armies, volunteers versus draftees.

Monks, Charles C., Jr. The American Enlisted Man: The Rank and File in Today's Military. New York: Russell Sage Foundation, 1970. 274 p. U766M56.

Nef, John U. War and Human Progress. Cambridge, Mass.: Harvard Univ. Press, 1952. 464 p. U21N4 AWC.

Ney, Virgil. The United States Soldier in a Nonviolent Role (An Historical Overview). Ft. Belvoir, Va.: Combat Operations Research Group, July 1967. 113 p. ARMY-CDC-CORG-M310 AWC.

The wartime professional army's nonviolent, constructive contributions to society.

Palmer, John McAuley. America in Arms. New Haven: Yale Univ. Press, 1941. 207 p. UA25P3 MH.

Subtitle: "The Experience of the United States with Military Organization."

The Military Policy of the United States as Settled By Recent Law and Executive Orders. Washington, D.C.: Government Printing Office, 1921. 11 p. UA1OP17 1921.

Periodicals. Useful magazines in MIRC include the Army Navy Journal, Army Navy Register, Army Digest, Infantry Journal, Cavalry Journal, Recruiting News, and the Congressional Record and its predecessors.

Ryan, Thomas F. The United States Army as a Career. Washington, D.C.: War Dept. AGO, 1 December 1913. 47 p. DR's.

Briefly covered are: how to enlist, discharge by purchase, pay, travel, retirement, promotion, leave, recreation, duties and discipline.

Spaulding, Oliver Lyman. The United States Army in War and Peace. New York: C. P. Putnam's Sons, 1937. 541 p. UA25S65.

Speier, Hans. The American Soldier and the Sociology of Military Organization. Santa Monica, Calif.: RAND Corp., 28 December 1949. 19 p. RAND-P119 AWC.

A discussion of questions raised by The American Soldier volumes by S. A. Stouffer (see WORLD WAR II section).

Stern, Frederick Martin. The Citizen Army: Key to Defense in the Atomic Age. New York: St. Martin's Press, 1957. 373 p. UA13St46.

Advocated the ready reserve citizen army concept similar to that in Switzerland, and compared it to the "expandible" and "cadre-conscript" peacetime army concepts.

Stimson, Henry L., and others. What Is the Matter With Our Army? Sen. Doc. No. 621, 62d Cong., 2d sess. Washington, D.C.: GPO, 1912. 43 p. UA23S8.

The points: the army lacked concentration and organization, was needlessly expensive, was alienated from the people, and had divided control.

Tone, William Theobald Wolfe. Essay on the Necessity of Improving Our National Forces. New York: Kirk and Mercein, 1819. 112 p. UA23T66 R.

The militia concept had been proven wanting in the War of 1812.

Tone recommended a well-trained large cadre of regulars in peacetime. An historical study of the expandible army theory was later made by Emory Upton.

U.S. Army. Adjutant General's Office. Research and Development Division. Systems Development Branch. United States Army Sample Survey of Military Personnel: Summary Report of Characteristics and Trends, 1952 through 1959. Washington, D.C.: TAG, 18 April 1960. 48 p. UB337A486 AWC.

U.S. Army. Command and General Staff College. History of Military Manpower. Ft. Leavenworth, Kans.: CGSC, 1949. 31 p. CGSC-HMM.

A review of the various compulsory and voluntary systems of military manpower procurement through history, with emphasis on the American experience.

U.S. Army. Field Artillery School, compiler. Military Organization of the United States. Ft. Sill, Oklahoma: Field Artillery School, 1924-25. 6 p. UAI0US1.

U.S. Army. Military Academy. Dept. of Economics, Government and History. Military Policy of the United States 1775-1944. West Point, N.Y.: Military Academy, 1944. 51 p. UB323AS3.

This survey argued for a strong post-war army founded on universal military service.

U.S. Army. War College Division. Statistical Comparison of Universal and Voluntary Military Service. Washington, D.C.: GPO, 1916. 10 p. UB320U58.

Comparison of universal service in other nations with voluntary service in the U.S. and England.

U.S. Army. War College. Historical Section. A Study of Volunteer Enlistments, Army of the United States (1775-1945). Typed carbon, Washington, D.C., September 1945. 23 p. AWC-HS-no.63.

U.S. Army. War College. Library. Bibliographies. Typed carbon, Washington, D.C., 1933-1943. U429Q9AS. CraneMatRm.

See especially the bibliographies prepared for the G-1 courses. Covered are such subjects as morale, desertion, demobilization, procurement of personnel, promotion, and Negro manpower.

U.S. Congress. House. Committee on Foreign Affairs. Protection of American Citizens of Foreign Birth or Parentage from Liability to Military Service in Certain Nations: Hearings before the . . . H. J. Res. 195 and 268, 70th Cong., 1st sess. Washington, D.C.: GPO, 1928. 34 p. UB350U53.

U.S. Congress. House. Committee on Military Affairs. Volunteer and Conscription System: Hearings before the . . . 65th Cong., 1st sess.
Washington, D.C.: GPO, 1917. 52 p. UB350U52.

U.S. Dept. of Commerce. Bureau of the Census. Historical Statistics of the United States, Colonial Times to 1957. Washington, D.C.: GPO, 1960. 789 p. RefRm.

See chapter Y, "Armed Forces and Veterans."

U.S. Library of Congress. Legislative Reference Service. How Can the United States Best Maintain Manpower for an Effective Defense System? A Collection of Excerpts and a Bibliography Relating to the National High School Debate Topic, 1968-1969. Doc. Nr. 75, 90th Cong., 2d sess.
Washington, D.C.: GPO, 1968. 132 p. UB353A551 AWC.

U.S. War Dept. General Staff. "The Organization of the Land Forces of the United States." Secretary of War Report, 1912, vol. I. Washington, D.C.: GPO, 1913. pp. 69-128. UA24A1.

The peacetime Regular Army, up to the division level, should be quick-reacting and complete within itself, not merely a cadre skeleton around which to collect the mobilized reserves. This study, which John McAuley Palmer helped write, was a break from Upton's concept of the expandible army. The British separation of regular and territorial divisions was cited in Palmer's argument. Also pointed out was the difference in missions between a peacetime and wartime army. The Mexican punitive expedition soon added practical experience to the new policy study.

Upton, Emory. The Evil Effects of Short-Term Army Enlistments. Sen. Doc. No. 90, 77th Cong., 1st sess. Washington, D.C.: GPO, 1941. 15 p. UB323U8.

—. The Military Policy of the United States. Washington, D.C.: GPO, 1904. 495 p. UA23Up8.

See also the MHRC manuscript copy in the MSSRm. Upton was the most influential spokesman of the concept of a strong, expandible regular army, a Germanic creation endorsed by Calhoun and Halleck. When America's destiny leaped its national boundaries by boat and motor vehicle, the expandible cadre policy was altered. The Spanish War, Philippine insurrection, Mexican expedition experiences and the doctrines of Leonard Wood and John McAuley Palmer seemed to argue a strong case for a ready-made, quickly mobile regular army and a large citizen supplement.

Warren, Charles. Memorandum of Law on the Construction of Section 10 of the Federal Penal Code. Washington, D.C.: GPO, 1915. 30 p. UB321W28.

Concerning the recruitment of soldiers on American soil for service in foreign armies.

Washington, George. Quoted in Fallacies and Facts by Earl Roberts.
London: John Murray, 1911. Frontpiece. UB355G7R6.
See the introduction of this MHRC bibliography.

Weigley, Russell F. History of the United States Army. New York:
Macmillan Co., 1967. 688 p. UA2SW35 RefRM.

Towards an American Army: Military Thought From
Washington to Marshall. New York: Columbia Univ. Press, 1962.
297 p. UA2SW4 AWC.

Several chapters concern the professional versus citizen army
controversy.

MODERN VOLUNTEER ARMY - RECENT DISCUSSION

Altman, Stuart H.; Fechter, Alan E.; Fisher, Franklin M.; Morton, Anton S.;
and Oi, Walter Y. "Military Manpower Procurement." The American
Economic Review, May 1967, vol. 57. pp. 19-70. P AWC.
Topics include "The Supply of Military Personnel in the Absence
of a Draft."

Association of the United States Army. Protecting the Free Society:
An AUSA White Paper on Proposals for an All-Volunteer Armed Force.
Washington, D.C.: AUSA, [1970]. 8 p. UB343A7A7.

Berger, Ed, and others. "ROTC, Mylai and the Volunteer Army." Foreign
Policy, spring 1971, nr. 2. pp. 135-160. PamFile-"VOLAR."

Binder, L. James. "Military Service Is Not a Commodity." Army, April
1970, vol. 20. pp. 14-16. P AWC.
A criticism of the Gates Commission report. It relied too much
on studies of costs and lacked supporting data for many of its
assertions. The author advocated a continued reliance on a
reduced draft.

Bletz, Donald F. "Military Professionalism: A Conceptual Approach." Military Review, May 1971, vol. 51. pp. 9-17. P.
The author defined a military professional as "a commissioned
officer on active duty who possesses the requisite level of
training, education, experience and intellect to perform the
duties which he might logically be assigned."

Browne, Barbara. "No More KP? Surely you jest, sir?" Rocky Mountain News,
2-5 May 1971. 11 p. PamFile-"VOLAR."
Photocopy of 4-part series on the 1971 VOLAR experiment at Fort
Carson, with a cover letter by Colonel David Hughes.

Canby, Steven L. Towards an Optimal Military Manpower Procurement System: Criteria and Alternatives. Santa Monica, Calif.: RAND Corp., October 1969. 9 p. RAND-P-4219 AWC.

Canby suggested flexibility through use of 5 alternatives: selective service, voluntarism, lottery, universal service, and sequential combinational systems.

"The Case for a Volunteer Army." Time, 10 January 1969, vol. 93. pp. 25-26. P AWC.

Clark, Blair. "The Question is: What Kind of Army?" Harpers, September 1969, vol. 239. pp. 80-83. PamFile-"VOLAR."

He pointed out the dangers inherent in an all-professional armed force.

Clarke, Bruce C. "Comments on the Gates Board Report." Photocopy, Army War College, Carlisle Barracks, Pa., 27 March 1970. 4 p. UB343A7C57 AWC.

Crum, Suzanne. Proposals for an All Regular Officer Force as an Aid to Procurement and Retention of Qualified Personnel in the United States Air Force Career Officer Corps. Washington, D.C.: Dept. of Commerce, July 1965. 68 p. UC641C7 AWC.

Donovan, James A. Militarism, U.S.A. New York: Charles Scribner's Sons, 1970. 265 p. UA23D63.

See chapters 4, "Careerism," and 10, "Citizens and Soldiers."

Flint, Roy K. "Army Professionalism for the Future." Military Review, April 1971, vol. 51. pp. 3-11. P.

Forsythe, George I. "The Impact of VOLAR." Army: 1971 Green Book, October 1971. pp. 29-32. P.

Hause, John C., and Fisher, Anthony C. The Supply of First-Term Enlisted Manpower in the Absence of a Draft. Arlington, Va.: Institute for Defense Analyses, April 1968. 141 p. IDA-S-293 AWC.

Estimates of the costs based on civilian earnings and a study of the attitudes of potential enlistees.

Henne, Charles A. The Military Professional - A National Asset. Paper, Army War College, Carlisle Barracks, Pa., 10 February 1961. 61 p. AWC-61IS.

The term professional is defined.

Holbrook, James R. "Volunteer Army: Military Caste?" Military Review, August 1971, vol. 51. pp. 91-95. P.

Holman, Harlan K. Land Power Systems. Paper, Army War College, Carlisle Barracks, Pa., 15 March 1955. 35 p. AWC-IS55.

He compared the advantages to the U.S. of a small professional army and a large conscript one. Includes discussion of organization, training, discipline, leadership, manpower and patriotism. A valuable review.

Janowitz, Morris. "The Decline of the Mass Army." Military Review, February 1972, vol. 52. pp. 10-16. P.

In U.S. and other NATO nations reliance is being placed on the all-volunteer force.

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On Army reform.

Archibald, James F. J. Blue Shirt and Khaki: A Comparison. New York: Silver, Burdett and Co., 1901. 269 p. UA649A67.

The U.S. and English soldiers were compared. The class structure of the British volunteer army, unlike a conscript army, was revealed in the following paragraph:

"It is a rare circumstance that puts gentle-born Englishmen into the ranks, and the discredit he suffers for enlisting is deep indeed; for soldiers and servants in England stand on the same footing. In the continental nations of Europe soldiering, while it is disliked, is considered as a matter of course, because it is compulsory upon all men to serve. But in England, where the service is voluntary, the private rank is not a nice place for the upper classes."

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Baynes, John. Morale: A Study of Men and Courage; The Second Scottish
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Baxter, David. Two Years To Do. London: Elek Books, 1959. 156 p.
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